

Center for Arkansas Legal Services
Student Loan Repayment Plan

To enable the Center to recruit, hire, and retain a diversity of staff attorneys, the Center shall assist law graduates or attorneys with their school loan repayments. The Center shall budget each year at least \$6,000 for this purpose. Provided, that all reimbursement agreements with employees are limited to one year for purposes of setting the specific amount and other terms consistent with this provision. The terms of such assistance shall be reduced to writing signed by the Center's executive director and the recipient of the assistance. Other provisions of this loan repayment program include the following:

- (A) There shall be a monthly deductible of \$40, i.e., the first \$40 of a recipient's monthly loan repayment cannot be reimbursed by the Center.
- (B) To receive reimbursement, the recipient must present to the Center's business manager the monthly receipt or other evidence showing the amount paid on the school loan repayments.
- (C) The Center's loan repayment assistance is secondary to any other loan repayment assistance received by the recipient from any other entity.
- (D) The terms of assistance shall require both a minimum job commitment of a specified period of time, not to exceed two years, to the Center by the recipient and a pro rata repayment of the assistance by the recipient if the job commitment is not fulfilled. Among other methods, said repayment may be accomplished as a reduction from leave payoffs which would otherwise be due to the recipient or remaining paychecks.
- (E) No individual shall receive more than \$2,000 of such financial assistance in any one calendar year. Further, a recipient of such financial assistance shall receive at least \$1,000 in the particular

calendar year unless his/her annual repayment for said calendar year is less than \$1,000.

- (F) The school loans eligible for this assistance shall be restricted to loans for attending law school, unless good cause is found by the executive director for repayment assistance in regard to other school loans.